

**POLICE ADVISORY AND REVIEW COMMITTEE  
EXECUTIVE DIRECTOR'S REPORT  
April 1, 2017 – June 30, 2017**

**AUDIT OF DISCIPLINE PROCESS**

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the second quarter audits were as follows:

**Total Cases Audited by Committee was two:**

|                                       |          |
|---------------------------------------|----------|
| <b>Officers Disciplined</b>           | <b>2</b> |
| <b>Civilian Employees Disciplined</b> | <b>0</b> |

| <u><b>Disciplines Imposed</b></u> | <u><b>Number of Officers</b></u> | <u><b>Number of Civilian Employees</b></u> |
|-----------------------------------|----------------------------------|--|
| Written Reprimand                 | 2                                |  |

\*Additional Information on the Discipline: Both Officers were required to attend remedial training and lost drive home privilege for 30 days. They will also be required to participate in training staff discussions with the KPD Recruit Class on importance of the violated policy.

**Corrective Actions:** 0

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on one of the two cases reviewed. The Committee asked for additional information on the remaining case. After reviewing the additional information provided, the majority of the Committee did not concur with the findings of the Internal Affairs Unit.

There were no case pending at the end of the second quarter of 2017.

**AUDITS OF KPD POLICIES AND PROCEDURES**

Reviewed the following ordinances, policies, and procedures as result of the Executive Director's evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.36 (Harassment)
- General Order 1.6 (Response to Resistance/Use of Force)
- General Order 1.7 (Secondary Employment)
- General Order 1.8 (Emergency Driving and Vehicle Flight Response)
- General Order 3.11 (Traffic Crash Investigation)
- General Order 4.6 (Criminal Investigation)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 2.04 (Conduct – General)

## **ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)**

- The Executive Director continues to educate citizens about the Police Advisory and Review Committee by speaking as an invited guest to monthly meetings held by community groups.
- The Executive Director, PARC Board members, and PARC Intern attended the Annual Employee of the Year Lunch for the Knoxville Police Department, in which officers were recognized for their exemplary service to the City of Knoxville and surrounding areas.
- The Executive Director along with PARC Board members and volunteers provided Cultural Competency Training to the Knoxville Police Department Recruit Class. The training comprised of a 6-hour workshop that discussed biases and best practices to improve relationships between community members and law enforcement.

## **COMMUNITY OUTREACH**

- The Executive Director continues to meet with citizens outside of and in the PARC office to discuss concerns and complaints to develop plans for successful resolutions.
- The Executive Director served as a guest speaker for Maryville College, Criminal Justice Department, in which students were provided information about the Police Advisory and Review Committee and its function within the City of Knoxville.
- The Executive Director serves as a member of the Community Violence Prevention Group, which is concentrated on creating effective practices to identify in-risk youth within Knox County Schools and to obtain a list of resources for faculty and staff.

## **NETWORKING**

- The Executive Director took part in the Federal Bureau of Investigation Citizen's Academy, which encompasses community leaders and business professionals whom are provided insight into the various divisions of the Knoxville FBI Headquarters.
- The Executive Director was selected into the Inaugural Class for the Tennessee Bureau of Investigation Citizen's Academy. The class was given an opportunity to be honored to serve as the first TBI Citizen's Academy held in the City of Knoxville.
- Attends monthly East Tennessee Civil Rights Working Group meetings, which comprises of community leaders and concerned citizens whom discuss topics related to civil rights and community interactions with law enforcement.